

Subject: Raise for Wallis

From: Ellen Riotto <ellen@southpark.la>

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To: Robin Bieker <robin@biekerco.com>, Daniel Taban <daniel@jadeent.com>, Robert Buente <bbuente@1010dev.org>, Channing Henry <channing@almadevelopment.com>

All,

As you know, Wallis had a somewhat rocky start at the BID. We extended her Introduction period by 1 month, and at her 12 month mark, her performance did not warrant a raise, as is customary at an employee's anniversary. Having said all that, she's really come a long way. After our somewhat difficult annual review back in November, she stepped up her game in ways that I frankly didn't think she was capable of. Since then, she's been much more proactive about her work products, infused a new kind of creativity into projects, and is generally more enthusiastic and positive, which goes a long way in terms of culture in the office. To that end, as May 10th marks her 1.5 year anniversary at the BID, I'd like to give Wallis a 5% raise, bringing her salary up to \$68,250 (most annual raises are between 3 and 4%, but per our conversation regarding the BID's history of underpaying employees, my recommendation is that we use this as an opportunity to establish a new status quo).

Thoughts on this?

Thanks,

Ellen

Ellen Riotto
Executive Director

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